



Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	STARBOARD WAY – TENURE MIX REVIEW November 2021
Brief Service Profile (including number of customers)	
<p>The Southampton City Council Housing Strategy 2016-2025 sets out the council’s vision and how we will work together to achieve our priorities.</p> <p><i>“Housing is about more than bricks and mortar. Housing helps to define neighbourhoods and communities, supports the health and wellbeing of residents, and provides a foundation for individuals and families to achieve a high quality of life. Over the next ten years Southampton will continue to grow, and the needs of our residents will change. We want Southampton to be a city with good quality housing and vibrant communities, where people are proud to live and work. Good quality, affordable and sustainable housing will provide a platform to attract businesses and residents to our city, and ensure the local economy continues to grow. Strong, resilient neighbourhoods, will enhance and protect the dynamic and diverse community of our city, helping Southampton to become a city of opportunity, where everyone thrives. Southampton City Council has a range of responsibilities in supporting and delivering housing in the city.”</i></p> <p>The Council’s role includes:</p> <ul style="list-style-type: none"> • Working with developers to build new homes. • Working with partners to provide more affordable homes. • Working with landlords to improve standards of private rental sector properties. • Regulation of properties in the private rented sector. • Helping people with additional support needs to access appropriate accommodation. • Providing accommodation as one of the largest social landlords in the South. • Improving the health of Southampton’s residents 	

Southampton City Council's Housing Service currently manage circa 18,000 homes in the city. Of these, 2,000 properties are leasehold properties and the remaining 16,000 are let as tenancies. The Housing Service let properties on both social and affordable rent. Starboard Way the subject of this ESIA is introducing new build Shared Ownership as a tenure choice for residents.

Summary of Impact and Issues

The recommendations of the report involve increasing the number of Shared Ownership units at the development and introducing Social Rent. This means switching units currently designated as Affordable Rent. Current approved mix: 72 Affordable Rent, 31 Shared Ownership and 0 Social Rent. The proposed mix in the report is 29 Affordable Rent, 37 Shared Ownership and 37 Social Rent.

Shared Ownership units provide an opportunity for people to enter home ownership at a lower initial cost than purchasing a home traditionally on the open market. They are a useful tenure to include in both creating mixed communities and supporting the financial viability of developments.

The increase of the number of Shared Ownership units would be instead of providing new rented units. However, increasing the Shared Ownership from the current approved mix is not in line with the Tenancy Strategy and therefore, requires Cabinet approval.

Due to the current stage of construction, it is noted that some of the higher value properties being delivered on site (4 bedroom houses) are best placed to be switched from rented units to Shared Ownership. However, this may also introduce affordability challenges to prospective purchasers who are required to pay a mortgage for their initial share and rent on the unpurchased element.

Making this specification change at this time may introduce time and cost implications to the overall project, however, there is scope to modify the specification uplift in respect of the Shared ownership properties.

The market appraisal commissioned for the scheme has questioned the demand for the 4 bed units as Shared Ownership tenure which could result in potential sales risk. Typically, smaller units are more attractive to the Shared Ownership market and the 4-bed property type is generally not delivered in large numbers in the sector. This is because of low demand and affordability issues. An exit strategy has been developed to deal with the potential of poor sales. If there is no demand this would result in the Shared Ownership units being delivered for rent.

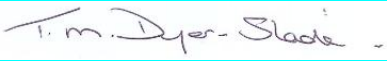
Potential Positive Impacts

Increasing the proportion of units which are offered as Shared Ownership would allow more people to enter home ownership through buying a share in a property instead of needing to find the necessary resources to purchase the property in its

entirety. The Shared Ownership product is popular with Registered Providers delivering this type of housing both within the city and nationally.

In terms of financial viability, Shared Ownership generally makes a positive contribution to development projects as a result of initial capital receipts. This tenure is therefore commonplace in many developments. An increase in sales risk is however a key factor in any decision.

Whilst there will be fewer rented properties available as a whole, there will be more social rent than there would have been previously, which is more affordable than Affordable Rent which is typically 80% of market rent compared to circa 60%.

Responsible Service Manager	Sue Jones
Date	20 th December 2021
Approved by Senior Manager	Tina Dyer-Slade 
Date	20 th December 2021

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Younger people may not be able to obtain a deposit/mortgage as easily as older people.	The proposals include one and two bedroom flats for Shared Ownership which should provide more affordable purchase options. Whilst there will be fewer rented properties available as a whole, there will be more social rent than there would have been previously, which is more affordable than Affordable Rent which is typically 80% of market rent compared to circa 60%.
Disability	No wheelchair accessible units are currently identified as being Shared Ownership.	Potential shared owners would be able to adapt properties to suit their requirements. Future developments to consider accessible units for Shared

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	There are 2 wheelchair accessible units for rent.	Ownership and also accessible units for rent. According to current Building Regulations accessible homes can be delivered to 2 different standards i.e. M4(2) accessible homes (formerly lifetime homes) and M4(3) wheelchair accessible homes.
Gender Reassignment	No direct impact identified.	not applicable
Marriage and Civil Partnership	No direct impact identified.	not applicable
Pregnancy and Maternity	No direct impact identified.	not applicable
Race	No direct impact identified.	not applicable
Religion or Belief	No direct impact identified.	not applicable
Sex	No direct impact identified.	not applicable
Sexual Orientation	No direct impact identified.	not applicable
Community Safety	No direct impact identified.	not applicable
Poverty	<p>Increasing the number of Shared Ownership units potentially reduces the number of units available to support the demands placed on the Housing Register for rented properties. These may be people who could not access Shared Ownership due to household income & affordability.</p> <p>As reported in the Housing Annual Report 2020 (Housing Annual Report 2020 (southampton.gov.uk)), the average wait for a 4 bed rented tenure property (one property size proposed to</p>	<p>In order to mitigate the loss of rented units, alternative sites could be identified to address this existing demand.</p> <p>An exit strategy involving the switching of Shared Ownership homes to rented tenure would allow more rented homes in the case of unsaleable Shared Ownership homes because of low demand / unaffordability.</p> <p>Whilst there will be fewer rented properties available as a whole, there will be more social rent than there would have been previously, which is more affordable than Affordable Rent</p>

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	<p>switch to Shared Ownership) is 7 years, the longest wait time of all property sizes. Due to the size of unit, large families may be disproportionately impacted.</p> <p>An increase in Shared Ownership tenure homes should provide a greater opportunity for the leaseholder purchasers taking their first steps onto the housing ladder, compared open market value purchases.</p>	<p>which is typically 80% of market rent compared to circa 60%.</p>
Health & Wellbeing	<p>Less housing for the Housing Register meaning fewer council tenants wishing to rent can benefit from the link between quality homes and state of health that would be delivered as part of this development.</p> <p>Residents who are able to exercise Shared Ownership leasehold purchases have more options to make appropriate quality/health choices.</p>	<p>The new build improved specification and energy efficiency of homes, access to well-connected green spaces, opportunities to walk, and cycle will contribute to residents' health and well-being.</p> <p>The current design of these properties aims to deliver benefits in energy efficiency and build quality which provide opportunities to realise benefits in health and wellbeing.</p> <p>To mitigate a loss of rented stock ensure that Asset Management strategy improves quality of existing homes to improve health and wellbeing outcomes.</p>
Other Significant Impacts	No further direct impact identified.	not applicable